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OPERATIONS GROUP FILE

LOGNOTE -- Chief, Operations Group, 22 April 1986

1. [] I met today with Vienna Bureau Chief [] to discuss several pending FBN issues. Tom brought up a request from the TCN employees at the bureau to have the Christmas and vacation bonuses granted to bureau employees counted toward retirement. The argument was made that these bonuses are treated separately in the wagescale solely for the sake of Austrian employees, who otherwise would have to pay taxes on this money. Since the TCN's are not liable to Austrian tax they suffer from this unnatural split in the compensation schedule. Both [] in PMCD and Chief, Admin Staff are looking into this. A resolution to this may have to wait until PMCD can come up with an independent wagescale for the bureau if OPM rules that "bonus" payments may not be counted toward retirement. The "bonus" payments are included in the regular paychecks and paid over a year's period, not in lump payments.

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We also discussed the possibility of an FBN-10 for the bureau's senior administrative assistant and senior engineer. Tom will be providing information from the Embassy on administrative assistant grades for PMCD. Other documentation on the Admin Assistant has already been passed to PMCD as a followup from the visit to the bureau 15 months ago by [].

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It was also decided that Tom should do a new position description for the Chief Engineer position. If he can establish in the PD that the position does indeed require an engineer, instead of a technician, based on the amount of time the incumbent must act alone while the regional engineer is traveling and the complexity of the technical plant at the bureau PMCD should be willing to raise the grade to FBN-10. [] the incumbent in the position, does have an engineering degree. Tom noted that replacing [] with an engineer of the same level of skill would be very difficult in Austria given the current wagescale. He also noted that [] may well get another job offer from one of the many companies he has been dealing with on the bureau's automation planning.

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I asked if there were any other problems with the wagescale and Tom said there were not. The bureau staff is adequately compensated and he has not yet had any problems with Embassy procedures. He suggested that Austria Bureau be placed toward the bottom of the list for a PMCD market survey.

(cc: Chief, Austria Bureau, Austria FBN file)